

Message Text

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ORIGIN NEA-10

INFO OCT-01 ISO-00 SIG-01 SY-05 A-01 /018 R

DRAFTED BY NEA/EX: MPJONES:JB

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NEA/EX - MVSCHAFER

S/IG - PSKOUFIS

A/SY/SAS - GEHARVEY

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R 021635Z AUG 76

FM SECSTATE WASHDC

TO AMEMBASSY TEL AVIV

C O N F I D E N T I A L STATE 190579

E.O. 11652: N/A

TAGS: AFSP, ASEC, APER, ASIG

SUBJECT: FSLE REUVEN RUZGA

REF: TEL AVIV 5038

1. AFTER REVIEW OF THE REFERENCED TELEGRAM NEA/EX AND SY FEEL THAT RUZGA SHOULD BE TERMINATED UNDER THE PROVISIONS OF 3 FAM 974.2-1 DUE TO UNSATISFACTORY PERFORMANCE OR MISCONDUCT OR BOTH. IT IS SUGGESTED THAT HE BE INFORMED THAT HIS TERMINATION IS BASED UPON THE RECENT INSPECTION OF THE POST BY THE FOREIGN SERVICE INSPECTORS. IN SEPARATING RUZGA, THE EMBASSY SHOULD COMPLY FULLY WITH ABOVE CITED 3 FAM 974.2-1 INCLUDING SUBPARAGRAPHS A THROUGH D.

2. FROM A REVIEW OF THE MATERIALS IN THE INVESTIGATIVE FILE REGARDING CHARGES OF MANIPULATION OF MONIES, KICKBACKS ON CONTRACTS, MANIPULATION OF SEALED BIDS AND UNAUTHORIZED USE OF U.S. GOVERNMENT SUPPLIES, FURNITURE AND HOUSEHOLD GOODS, IT IS SOMEWHAT DIFFICULT TO UNDERSTAND THE EMBASSY'S FEELINGS THAT RUZGA WAS ACTING IN THE EMBASSY'S BEST INTERESTS AS INDICATED IN PARAGRAPH FOUR OF THE REFERENCED
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TELEGRAM. EVEN THOUGH CERTAIN CHARGES SUCH AS KICKBACKS

REMAIN UNPROVEN, THE INSPECTORS FEEL THERE WAS ADMISSION BY RUZGA OF SUFFICIENT WRONGDOINGS TO JUSTIFY SEPARATION

FOR CAUSE. THEY POINT OUT THAT SY AND RSO TEL AVIV FILES INDICATE ADMISSION BY RUZGA THAT HE PREPARED FALSE PURCHASE ORDERS AND MANIPULATED FUNDS DERIVED FROM THIS ILLEGAL PROCEDURE.

3. THE EMBASSY ALSO INDICATES THAT IT IS FELT THAT RUZGA'S SEPARATION FOR CAUSE WOULD HAVE SERIOUS ADVERSE EFFECTS ON OTHER LOCAL EMPLOYEES. CONSIDERATION SHOULD ALSO BE GIVEN TO THE POSSIBLE ADVERSE EFFECTS ON THE OTHER LOCALS WHERE THE EMBASSY FAILS TO TAKE APPROPRIATE DISCIPLINARY ACTION WHEN A LOCAL EMPLOYEE ENGAGES IN A NUMBER OF IRREGULARITIES AND ACKNOWLEDGES THIS INVOLVEMENT.

4. PARAGRAPH FIVE INDICATES THAT IT IS DOUBTFUL THAT RUZGA WOULD ACCEPT TERMINATION FOR CAUSE WITHOUT ENDEAVORING TO CREATE PROBLEMS FOR THE EMBASSY AND THE DEPARTMENT. HOWEVER, IT WOULD APPEAR THAT THE SPECTACLE OF THE U.S. GOVERNMENT MAKING RUZGA'S CONTINUED EMPLOYMENT WITH THE EMBASSY CONTINGENT UPON HIM RENOUNCING HIS U.S. CITIZENSHIP WOULD BE A MORE EFFECTIVE VEHICLE FOR RUZGA, AND NOT IN THE BEST INTERESTS OF THE EMBASSY OR THE DEPARTMENT.

5. WHILE SEPARATION FOR CAUSE MIGHT HAVE BEEN MORE ACCEPTABLE AT THE TIME THE INVESTIGATION WAS COMPLETED, WE ARE OF THE OPINION THAT SEPARATION ON THE BASIS OF THE FOREIGN SERVICE INSPECTORS' EXAMINATION OF THE SAME PROBLEM IS JUSTIFIABLE.

6. THIS CASE HAS BEEN DISCUSSED WITH THE ATTORNEY IN THE OFFICE OF THE LEGAL ADVISER WHO HANDLES SUCH MATTERS AND SHE IS IN FULL AGREEMENT WITH THE NEA AND SY POSITION STATED ABOVE. HABIB

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 02 AUG 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: greeneet
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976STATE190579
Document Source: CORE
Document Unique ID: 00
Drafter: MPJONES:JB
Enclosure: DG ALTERED
Executive Order: GS
Errors: N/A
Film Number: D760297-1284
From: STATE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760895/aaaadfya.tel
Line Count: 98
Locator: TEXT ON-LINE, ON MICROFILM
Office: ORIGIN NEA
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: 76 TEL AVIV 5038
Review Action: RELEASED, APPROVED
Review Authority: greeneet
Review Comment: n/a
Review Content Flags:
Review Date: 23 JUL 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <23 JUL 2004 by ElyME>; APPROVED <07 OCT 2004 by greeneet>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: FSLE REUVEN RUZGA
TAGS: AFSP, ASEC, APER, ASIG
To: TEL AVIV
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006